

MassTLC Presents Unicorn Hunting: How Recruiters and Hiring Managers Can Be Friends

BOSTON, MA

You're the Hiring Manager

Why is working with recruiters on the hiring manager side is a less than awesome experience. They throw hundreds of resumes at me hoping that something will stick. Did they not read the list of requirements I sent them? Where is the screening process which they're supposed to be experts at? Why am I paying so much when I'm doing all of the hard work? Time to go rogue and fill this on my own.

You're the Recruiter

So you've got another technical job requirement that the CTO needs you to fill immediately? They're looking for an innovative self-starter that works well on teams and understands an agile environment. No problem. They also need 10 year of experience, be able to program in 4 languages, write their own QA tests, be a UI/UX whiz that is a master of AWS, all of its tools, and understands the how to work with Facebook and Twitter's APIs. Ugh. \$80k max. Woof.

MassTLC is taking a look at the relationship between hiring managers and recruiters to discover a common ground where the technical roles can be

filled with QUALIFIED candidates, but not the unicorns everyone is scouring the earth for. What should be on the list for immediate disqualifiers? Where can experience trump a particular skill? How do you weed out the unqualified from the person that just needs some training? Is it harder to fill a seat at a startup or enterprise company? Join MassTLC as they try to answer these questions.

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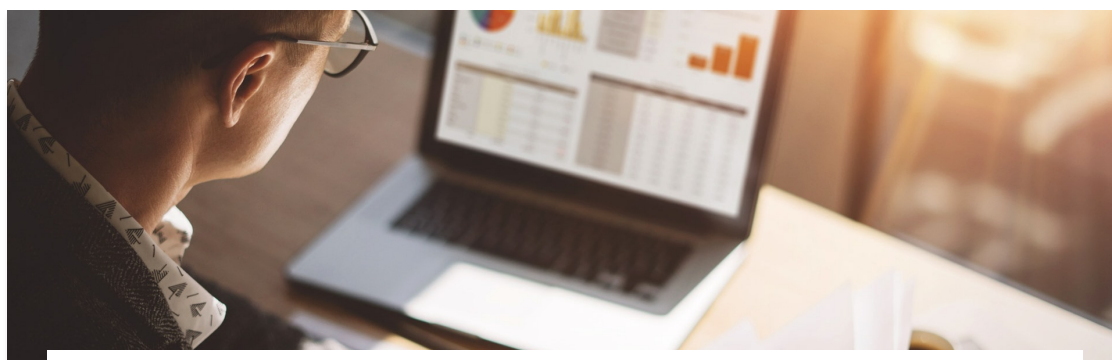
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